



## Building A Culture Of Human Rights In The Family

*Title*

Taking the Human Rights Temperature of a Family that Employs a Domestic Worker:

*Target Audience*

Children in schools, youth organisations, churches, temples, professionals, spouses, community organisations, government institutions, and civil society

*Objectives*

1. To determine the participants' respect for domestic workers.
2. To provide tools that measure conditions of domestic workers' rights in a family.
3. To contribute in the change of attitudes, perceptions and behaviors of family members to a domestic worker.

*Materials*

1. paper and pen
2. white board
3. marker pens
4. UDHR booklets
5. International Convention of the Rights of all Migrant Workers and Members of Their Families (ICMRW)

*Time Needed*

Minimum of one hour to a maximum of two hours.

*Instructions*

### ARE YOU A FAIR EMPLOYER?

Example: Do you have a foreign domestic worker at home? Yes?

No? If you don't employ a domestic worker, do any of your neighbours, relatives or friends have a foreign domestic worker living with them?

Does your/their domestic worker...?

**CHECKLIST:**

1. Have medical benefits?
2. Eat properly?
3. Work 8 hours a day?
4. Have a space or room of her own?
5. Have time off at least once a week?
6. Receive appropriate compensation? On time?
7. Have the freedom to practise her religion?
8. Receive no verbal abuse?
9. Receive an increase in salary if her performance is good?
10. Go to the doctor if she is sick?

**SCORES:** No. of checks    **9-10**    Superb employer!!!!  
   **8-4**    Needs Improvement  
   **3-0**    Inhuman Treatment

**FACT SHEET:**

How to treat foreign domestic workers fairly?

Mutual Respect and Building a Good Working Relationship with Your Domestic Worker:

1. Use the term “domestic worker” rather than “maid.”
2. Be fair to your domestic worker; give her time to learn the ropes.
3. The earnings of a domestic worker are hers and hers alone; she has a right to her earnings; this right is recognised by law. She must be paid in full and on time and have easy access to her salary and savings.
4. While you feed your family, don't forget your domestic worker.
5. Domestic workers deserve a day off each week to rest and relax.
6. Housework is more manageable if everyone helps out.
7. Your domestic worker should not replace a par-

ent.

8. Draw up a fair and clear contract together with your domestic worker.
9. Your domestic worker deserves to be treated with respect and dignity.
10. Warn your domestic worker of any anger related to her work.
11. When training your domestic worker to do what is expected of her, bear the following in mind: be patient, ensure safety conditions, be compassionate, and be aware of homesickness.
12. Your domestic worker may come from a different cultural and religious background; try to learn about her and her requirements.
13. Build a relationship based on trust.
14. Give your domestic worker enough time to find another employer if you terminate her services.

Source: Transient Workers Count Too (TWC2), Noorashikin Abdul Rahman, and Beatriz P. Lorente., Singapore.

### **What to do when you know that a domestic worker is being treated badly?**

1. Report all incidents to relevant authorities and organisations. (Give examples of relevant individuals, lawyers, police numbers, organizations here).